

**MEMORANDUM OF AGREEMENT  
BETWEEN THE WEST ORANGE EDUCATION ASSOCIATION AND  
THE WEST ORANGE BOARD OF EDUCATION**  
**May 24, 2017**

The above-captioned parties, having reached a tentative agreement for a successor Collective Bargaining Agreement as set forth below, shall recommend the terms of this Memorandum of Agreement ("Memorandum") through their respective bargaining committees to the full Board of Education and the Association's general membership, and this Memorandum shall be subject to ratification by the Board and the Association's general membership.

**Duration of Contract (PREAMBLE): July 1, 2015 - June 30, 2020**

**Work Hours and Work Load (ARTICLE V):**

- Section A.4., Second Paragraph: Replace first full sentence with the following:  
"In no case shall a mandatory coverage assignment result in a teacher being denied a duty-free lunch."

**Wages (ARTICLE VI – COMPENSATION):**

- Increase WOEA salaries (certificated and uncertificated) increases as follows. Settlement are inclusive of increment. WOEA unit members covered under this agreement shall receive retroactive pay from July 1, 2015:

|           |       |   |
|-----------|-------|---|
| 2015-2016 | 2.60% | + \$75,600 for salary guide development |
| 2016-2017 | 2.60% | + \$75,600 for salary guide development |
| 2017-2018 | 2.60% | + \$75,600 for salary guide development |
| 2018-2019 | 2.60% | + \$75,600 for salary guide development |
| 2019-2020 | 2.60% | + \$75,600 for salary guide development |

- The Salary Guides attached hereto are acceptable and shall be utilized (Attached as Exhibit A).
- The Salary Guide and Longevity changes as proposed by the Association for Security Officers on April 28, 2017 are acceptable (\$2,000 for employees with 14-18 years of service and in 2019-2020 a \$3,000 step shall be added for employees with 19-23 years of service). (Attached as Exhibit B).
- The Salary Guide as proposed by the Association for Computer Technicians on April 28, 2017 is acceptable, with no changes in Longevity structure. (Attached as Exhibit B).
- Longevity structure shall remain unchanged for all other WOEA employees.
- Full retroactive pay to all employees, including those employees whose employment with the district has been severed.

- Add the following sentence: "Employees who have been granted an unpaid leave of absence of any type must actually work 91 days within the school year to advance on the salary guide. Sick days, personal days, vacation days and transfer of sick days by donation count towards the 91 working days."
- The parties agree that for the term of this agreement only (July 1, 2015 –June 30, 2020), should a teacher work at least 91 days in a school year and thereafter is absent for the entire subsequent school year on a Board-approved leave of absence (e.g., child-rearing leave) that teacher will be placed on the next step of the salary guide in the year that she returns. Should the salary of the next step be less than the salary of the previous step that the teacher occupied, the teacher's salary shall be "red-circled" (not reduced) and shall be paid an additional \$2000 to her base salary for the year in which she returns. Should the salary of the next step be greater than the salary of the previous step that the teacher occupied, but less than \$2,000 greater, the teacher will be given the difference so that she receives an increase not to exceed \$2000 for that year. In the subsequent year, the teacher will resume normal salary guide progression on the appropriate teacher salary guide.
- Add the following sentence: "Employees who are hired on or before February 1 of any school year are eligible to advance as per the negotiated settlement for the given year. Employees hired after February 1 of any school year or who worked 90 or less days, shall not advance on the salary guide in the following school year." Should the salary of the step in the subsequent year be less than the previous step that the employee occupied, the employee's salary shall be "red-circled" (not reduced).
- Add the following sentence: "There shall be no retroactive imposition of Chapter 78 contributions upon payment of retroactive pay to those employees entitled to receive same in accordance with the terms of this agreement."

**Tuition Reimbursement (ARTICLE XVIII – PROFESSIONAL DEVELOPMENT AND EDUCATIONAL IMPROVEMENT)**

- If a member who is eligible for tuition reimbursement is terminated for any reason other than for just cause, but followed all procedures to be reimbursed, the member shall receive reimbursement. A member who submits a letter of resignation in lieu of non-renewal for poor teaching performance shall receive reimbursement according to the provision of this article. A member who voluntarily resigns or leaves the district shall not be reimbursed in accordance with N.J.S.A. 18A:6-8.5 and 18A:6-8.6 and the provisions of this Article.
- Effective July 1, 2017, the Board shall pay no more than \$250,000 each school year towards tuition reimbursement.

**Health Benefits (ARTICLE XX – INSURANCE PROTECTION)**

- Agree to accept the Board's health benefits package (Direct Access 10/20 and High Deductible Plan – attached hereto) including elimination of Rx

reimbursement. The effective date of these changes will be provided as soon as possible with advance notice. (The new plans will become the basis for "equal to or better than" coverage).

- Employees who select the High Deductible Plan will be provided with a Health Reimbursement Account ("HRA") and the Board will be responsible for fifty (50%) percent of the employee's annual deductible under the High Deductible Plan. Additionally, employees who select the High Deductible Plan will be entitled to additional monetary (non-pensionable) payments equal to fifty (50%) percent of his/her deductible amount under the High Deductible Plan, which shall be paid to the employee in his/her first paycheck of the school year (2017), less all applicable withholdings. Thereafter (starting in January 2018), and each January thereafter, because the deductible period resets, the Board will fully fund the HRA to fifty (50%) percent of the employee's annual deductible, and the additional monetary (non-pensionable) payments equal to fifty (50%) percent of the employee's deductible amount under the High Deductible Plan, which shall be paid to the employee in his/her first paycheck in January of each year. Should an employee who has received these additional monies leave the District, he/she is responsible for repaying the District the pro-rata amount for the period of time remaining for the year in which he/she received the additional monies within thirty (30) days of separation.
- High Deductible Plan shall include sixty (60) therapy visits.
- Upon the issuance of a legal opinion by the Association ensuring the legality of the procedure and the approval of same by Board counsel, the Board will authorize employees who wish to open personal Health Savings Accounts (HSA), which shall not be administered by the Board, to fund same through payroll deductions.
- Add the following language to Paragraph A: "Employees shall continue contributions to his/her health care in accordance with the Tier IV rates set forth in Chapter 78, P.L. 2011."
- Revise Paragraph F (*Opting Out of Benefit Package*) to provide as follows: "Association members will receive health benefits waivers at a rate of \$4000 for Family/2 Adults/Parent & Child/Single coverage for teachers and \$2000 for Paraprofessionals who waive Single coverage."
- In the matter of West Orange of Bd. Of Ed., P.E.R.C. No. 2016-86, 43 NJPER 44 (¶10 2016), recon. den. P.E.R.C. No. 2017-6, 43 NJPER 76 (¶20 2016), the Public Employment Relations Commission ("Commission") ruled that Article XV, Section B – "Supplementary Sick Leave" was not mandatorily negotiable and should be removed from the Collective Negotiations Agreement. The Association did not appeal that decision. The Association has informed the Board that it intends to appeal the Scope of Negotiations Determination by Commission in PERC Decision Number 2017-60, issued on April 27, 2017. Should the Association file such an appeal, the parties will modify the Collective Negotiations Agreement accordingly, following the exhaustion of any and all judicial review.

- The parties agree to incorporate all previously agreed upon items. (Attached as Exhibit C).
- All items which are not agreed upon by the parties shall be deemed withdrawn.
- The Association agrees that it will present this Memorandum of Agreement to its respective membership for a ratification vote no later than Tuesday, June 6, 2017. Should the Association ratify the Memorandum of Agreement, the Board agrees to present the Memorandum of Agreement for a ratification vote by no later than Wednesday, June 7, 2017.
- The Association and the Board agree to meet in the summer of 2017 to review the existing contractual language to determine whether the parties can mutually agree on any other (non-substantive) contractual language changes. Should the parties be unable to mutually agree on any other (non-substantive) contractual language changes, the terms of this Memorandum of Agreement shall be incorporated into the successor collective negotiations agreement. Any mutually agreeable contractual language changes shall be incorporated into the final collective negotiations agreement. The current work schedule for all Association members will be maintained during this process.

West Orange Board of Education:

Laurie L. B.

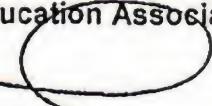
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West Orange Education Association:

Staci Varan.

Denise Keeler

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**Teacher Salary Guide (2015-2016)**

|    | BA     | BA+15  | BA+30  | MA     | MA+15  | MA+30   | MA+45   | DR      |
|----|--------|--------|--------|--------|--------|---------|---------|---------|
| 1  |        |        |        |        |        |         |         |         |
| 2  |        |        |        |        |        |         |         |         |
| 3  | 53,288 | 53,883 | 58,015 | 58,903 | 60,574 | 64,837  | 66,318  | 69,575  |
| 4  | 53,681 | 54,280 | 58,427 | 57,321 | 61,020 | 65,314  | 66,805  | 70,086  |
| 5  | 54,249 | 54,854 | 57,024 | 57,928 | 61,666 | 66,007  | 67,513  | 70,829  |
| 6  | 54,516 | 55,124 | 57,306 | 58,214 | 61,970 | 66,331  | 67,845  | 71,177  |
| 7  | 55,851 | 58,334 | 57,923 | 58,604 | 63,261 | 67,578  | 69,053  | 72,574  |
| 8  | 58,788 | 57,640 | 59,173 | 59,910 | 64,567 | 68,828  | 70,303  | 73,597  |
| 9  | 57,923 | 59,059 | 60,535 | 61,330 | 65,873 | 70,237  | 71,552  | 74,959  |
| 10 | 59,059 | 60,479 | 63,034 | 65,873 | 67,009 | 71,552  | 73,824  | 78,083  |
| 11 | 60,195 | 62,652 | 66,874 | 68,400 | 72,422 | 75,871  | 78,171  | 83,919  |
| 12 | 61,878 | 67,250 | 72,135 | 72,711 | 77,021 | 81,619  | 83,344  | 87,367  |
| 13 | 70,043 | 74,919 | 78,849 | 80,762 | 85,190 | 89,948  | 91,889  | 94,243  |
| 14 | 78,983 | 84,308 | 89,570 | 90,683 | 95,397 | 100,254 | 101,845 | 104,870 |
| 15 | 82,110 | 87,545 | 92,979 | 94,055 | 98,795 | 103,554 | 104,995 | 107,901 |

**Longevity**

**Paid upon completion of**

|                        |        |
|------------------------|--------|
| 14-18 years of service | 5,502  |
| 19-23 years of service | 7,079  |
| 24-28 years of service | 8,667  |
| 29-32 years of service | 10,266 |
| 33+ years of service   | 12,221 |

## **Teacher Salary Guide (2016-2017)**

|    | BA     | BA+15  | BA+30  | MA     | MA+15   | MA+30   | MA+45   | DR      |
|----|--------|--------|--------|--------|---------|---------|---------|---------|
| 1  |        |        |        |        |         |         |         |         |
| 2  |        |        |        |        |         |         |         |         |
| 3  | 54,354 | 54,961 | 57,135 | 58,041 | 81,786  | 86,134  | 67,644  | 70,987  |
| 4  | 54,887 | 55,500 | 57,696 | 58,810 | 62,391  | 66,782  | 68,307  | 71,662  |
| 5  | 55,157 | 55,772 | 57,979 | 58,897 | 62,698  | 67,110  | 68,642  | 72,013  |
| 6  | 55,741 | 58,363 | 58,592 | 59,521 | 63,382  | 67,822  | 69,370  | 72,776  |
| 7  | 56,015 | 58,840 | 58,882 | 59,815 | 63,674  | 68,155  | 69,711  | 73,134  |
| 8  | 57,182 | 57,883 | 59,516 | 60,216 | 65,001  | 69,436  | 70,952  | 74,570  |
| 9  | 58,350 | 59,225 | 60,800 | 61,558 | 66,343  | 70,719  | 72,238  | 75,621  |
| 10 | 59,516 | 60,683 | 62,200 | 63,017 | 67,885  | 72,168  | 73,520  | 77,021  |
| 11 | 60,712 | 62,172 | 64,799 | 67,717 | 68,886  | 73,555  | 75,891  | 80,269  |
| 12 | 61,881 | 64,406 | 68,541 | 70,315 | 74,450  | 77,996  | 80,359  | 86,268  |
| 13 | 64,817 | 70,444 | 75,562 | 78,164 | 80,880  | 85,496  | 87,302  | 91,517  |
| 14 | 73,370 | 78,477 | 83,432 | 84,598 | 89,236  | 94,221  | 96,044  | 98,719  |
| 15 | 83,342 | 88,858 | 94,374 | 95,466 | 100,277 | 105,108 | 106,570 | 109,619 |

## Longevity

Paid upon completion of

|                        |        |
|------------------------|--------|
| 14-18 years of service | 5,502  |
| 19-23 years of service | 7,079  |
| 24-28 years of service | 8,687  |
| 29-32 years of service | 10,266 |
| 33+ years of service   | 12,221 |

**Teacher Salary Guide (2017-18)**

|    | BA     | BA+15  | BA+30  | MA     | MA+15   | MA+30   | MA+45   | DR      |
|----|--------|--------|--------|--------|---------|---------|---------|---------|
| 1  |        |        |        |        |         |         |         |         |
| 2  |        |        |        |        |         |         |         |         |
| 3  | 55,441 | 56,060 | 58,278 | 59,202 | 63,021  | 67,457  | 68,997  | 72,386  |
| 4  | 55,849 | 56,472 | 58,707 | 59,637 | 63,485  | 67,953  | 69,505  | 72,918  |
| 5  | 56,398 | 57,026 | 59,282 | 60,222 | 64,107  | 68,619  | 70,188  | 73,633  |
| 6  | 56,674 | 57,306 | 59,573 | 60,517 | 64,422  | 68,958  | 70,530  | 73,993  |
| 7  | 57,274 | 57,913 | 60,204 | 61,158 | 65,105  | 69,687  | 71,277  | 74,778  |
| 8  | 57,558 | 58,198 | 60,501 | 61,480 | 65,425  | 70,030  | 71,628  | 75,146  |
| 9  | 58,754 | 59,475 | 61,153 | 61,872 | 68,788  | 71,346  | 72,903  | 76,621  |
| 10 | 59,954 | 60,853 | 62,472 | 63,251 | 68,187  | 72,664  | 74,222  | 77,700  |
| 11 | 61,153 | 62,352 | 63,910 | 64,750 | 69,546  | 74,153  | 75,541  | 79,139  |
| 12 | 62,382 | 63,882 | 66,581 | 69,580 | 70,780  | 75,578  | 77,978  | 82,477  |
| 13 | 64,820 | 67,465 | 71,797 | 73,655 | 77,987  | 81,700  | 84,176  | 90,368  |
| 14 | 67,896 | 73,790 | 79,151 | 79,782 | 84,512  | 89,557  | 91,449  | 95,864  |
| 15 | 76,453 | 82,213 | 87,706 | 88,579 | 93,397  | 98,384  | 100,075 | 103,787 |
| 16 | 85,009 | 90,635 | 96,261 | 97,375 | 102,282 | 107,210 | 108,701 | 111,709 |

Longevity

Paid upon completion of

|                        |        |
|------------------------|--------|
| 14-18 years of service | 5,502  |
| 19-23 years of service | 7,079  |
| 24-28 years of service | 8,667  |
| 29-32 years of service | 10,266 |
| 33+ years of service   | 12,221 |

**Teacher Salary Guide (2018-19)**

|    | BA     | BA+15  | BA+30  | MA     | MA+15   | MA+30   | MA+45   | DR      |
|----|--------|--------|--------|--------|---------|---------|---------|---------|
| 1  |        |        |        |        |         |         |         |         |
| 2  |        |        |        |        |         |         |         |         |
| 3  | 58,550 | 57,181 | 59,444 | 60,388 | 64,282  | 68,806  | 70,377  | 73,834  |
| 4  | 58,968 | 57,602 | 59,881 | 60,830 | 64,754  | 69,312  | 70,895  | 74,377  |
| 5  | 57,385 | 58,025 | 60,321 | 61,277 | 65,231  | 69,821  | 71,416  | 74,923  |
| 6  | 57,947 | 58,594 | 60,913 | 61,878 | 65,870  | 70,506  | 72,118  | 75,658  |
| 7  | 58,232 | 58,882 | 61,212 | 62,181 | 66,194  | 70,852  | 72,469  | 76,028  |
| 8  | 58,849 | 59,505 | 61,859 | 62,840 | 66,895  | 71,603  | 73,237  | 76,834  |
| 9  | 59,138 | 59,798 | 62,185 | 63,150 | 67,224  | 71,955  | 73,587  | 77,212  |
| 10 | 60,370 | 61,110 | 62,635 | 63,574 | 68,625  | 73,308  | 74,808  | 78,728  |
| 11 | 61,803 | 62,527 | 64,190 | 64,990 | 70,042  | 74,862  | 76,264  | 79,837  |
| 12 | 62,835 | 64,066 | 65,668 | 66,531 | 71,458  | 76,192  | 77,619  | 81,315  |
| 13 | 64,253 | 65,798 | 68,578 | 71,667 | 72,903  | 77,846  | 80,317  | 84,951  |
| 14 | 67,089 | 69,826 | 74,310 | 76,233 | 80,716  | 84,560  | 87,123  | 93,529  |
| 15 | 70,782 | 76,926 | 82,515 | 83,173 | 88,104  | 93,363  | 95,336  | 99,939  |
| 16 | 80,275 | 86,323 | 92,091 | 93,008 | 98,067  | 103,303 | 105,079 | 108,976 |
| 17 | 86,709 | 92,448 | 98,186 | 99,323 | 104,328 | 109,354 | 110,875 | 113,944 |

Longevity

Paid upon completion of

|                        |        |
|------------------------|--------|
| 14-18 years of service | 5,602  |
| 19-23 years of service | 7,079  |
| 24-28 years of service | 8,687  |
| 29-32 years of service | 10,266 |
| 33+ years of service   | 12,221 |

**Teacher Salary Guide (2019-2020)**

|    | BA     | BA+15  | BA+30  | MA      | MA+15   | MA+30   | MA+45   | DR      |
|----|--------|--------|--------|---------|---------|---------|---------|---------|
| 1  |        |        |        |         |         |         |         |         |
| 2  |        |        |        |         |         |         |         |         |
| 3  | 57,681 | 58,325 | 60,633 | 61,594  | 65,587  | 70,182  | 71,785  | 75,310  |
| 4  | 58,105 | 58,754 | 61,078 | 62,046  | 68,050  | 70,698  | 72,312  | 75,884  |
| 5  | 58,504 | 59,157 | 61,488 | 62,472  | 66,503  | 71,183  | 72,809  | 76,385  |
| 6  | 58,934 | 59,592 | 61,950 | 62,932  | 68,992  | 71,707  | 73,344  | 76,946  |
| 7  | 59,512 | 60,176 | 62,557 | 63,549  | 67,549  | 72,410  | 74,063  | 77,701  |
| 8  | 59,805 | 60,472 | 62,864 | 63,860  | 67,981  | 72,765  | 74,426  | 78,081  |
| 9  | 60,438 | 61,112 | 63,529 | 64,537  | 68,701  | 73,537  | 75,215  | 78,909  |
| 10 | 60,735 | 61,413 | 63,843 | 64,855  | 69,039  | 73,898  | 75,584  | 79,297  |
| 11 | 82,000 | 62,760 | 64,531 | 65,290  | 70,478  | 75,287  | 76,931  | 80,854  |
| 12 | 63,266 | 64,215 | 65,923 | 68,745  | 71,933  | 76,678  | 78,323  | 81,993  |
| 13 | 64,562 | 65,828 | 67,474 | 68,360  | 73,423  | 78,287  | 79,753  | 83,551  |
| 14 | 66,181 | 67,772 | 70,638 | 73,817  | 75,091  | 80,181  | 82,727  | 87,499  |
| 15 | 69,437 | 72,270 | 76,911 | 78,901  | 83,541  | 87,519  | 90,172  | 96,802  |
| 16 | 74,321 | 80,772 | 86,641 | 87,331  | 92,509  | 98,032  | 100,103 | 104,935 |
| 17 | 87,923 | 93,742 | 99,581 | 100,713 | 105,789 | 110,885 | 112,427 | 115,539 |

**Longevity**

Paid upon completion of

|                        |        |
|------------------------|--------|
| 14-18 years of service | 5,502  |
| 19-23 years of service | 7,079  |
| 24-28 years of service | 8,667  |
| 29-32 years of service | 10,266 |
| 33+ years of service   | 12,221 |

**Secretarial Salary Guide (2015-16)**

|             | Col 1      | Col 2      | Col 3      | Col 4      |
|-------------|------------|------------|------------|------------|
| 1           | 34,367     | 42,284     | 43,723     | 49,064     |
| 2           | 34,620     | 42,595     | 44,045     | 49,668     |
| 3           | 34,959     | 43,012     | 44,476     | 53,763     |
| 4           | 35,820     | 44,071     | 45,572     | 57,123     |
| 5           | 35,907     | 44,179     | 45,683     | 62,723     |
| 6           | 38,176     | 46,970     | 48,569     | 67,203     |
| 7           | 42,201     | 51,923     | 53,691     | 73,573     |
| 8           | 43,774     | 53,858     | 55,691     | 75,043     |
| 9           | 49,624     | 61,056     | 63,134     | 77,843     |
| 10          | 53,909     | 68,328     | 68,586     | 78,503     |
| 11          | 57,486     | 70,728     | 73,136     | 79,163     |
| <b>DAYs</b> | <b>191</b> | <b>235</b> | <b>243</b> | <b>243</b> |

Payroll Administrative Assistant, Benefits Administrative Assistant,  
HS Financial A.A. and HS Attendance Office Coordinator  
shall be paid at a rate of 1.05 times their guide salary

**Longevity**

Paid upon completion of

|                        |       |
|------------------------|-------|
| 14-18 years of service | 4815  |
| 19-23 years of service | 6402  |
| 24-28 years of service | 8042  |
| 29-32 years of service | 9650  |
| 33+ years of service   | 11000 |

**Secretarial Salary Guide (2016-17)**

|    | <b>Col 1</b> | <b>Col 2</b> | <b>Col 3</b> | <b>Col 4</b> |
|----|--------------|--------------|--------------|--------------|
| 1  | 35,054       | 43,130       | 44,598       | 45,490       |
| 2  | 35,312       | 43,447       | 44,926       | 50,413       |
| 3  | 35,572       | 43,766       | 45,256       | 51,034       |
| 4  | 35,920       | 44,195       | 45,699       | 55,241       |
| 5  | 36,805       | 45,283       | 46,825       | 58,694       |
| 6  | 38,894       | 45,394       | 48,939       | 64,448       |
| 7  | 39,226       | 48,262       | 49,905       | 69,051       |
| 8  | 43,362       | 53,351       | 55,167       | 75,596       |
| 9  | 44,977       | 55,339       | 57,222       | 77,107       |
| 10 | 50,989       | 62,735       | 64,871       | 79,984       |
| 11 | 55,391       | 68,152       | 70,472       | 80,662       |
| 12 | 58,635       | 72,143       | 74,599       | 80,746       |

**DAYS**                    191                235                243                243  
Payroll Administrative Assistant, Benefits Administrative Assistant,  
HS Financial A.A. and HS Attendance Office Coordinator  
shall be paid at a rate of 1.05 times their guide salary

Longevity

Paid upon completion of

|                        |       |
|------------------------|-------|
| 14-18 years of service | 4815  |
| 19-23 years of service | 6402  |
| 24-28 years of service | 8042  |
| 29-32 years of service | 9650  |
| 33+ years of service   | 11000 |

**Secretarial Salary Guide (2017-18)**

|  | Col 1  | Col 2  | Col 3  | Col 4  |
|--|--------|--------|--------|--------|
| 1  |        |        |        |        |
| 2  | 36,018 | 44,316 | 45,824 | 46,741 |
| 3  | 36,283 | 44,641 | 46,161 | 51,800 |
| 4  | 36,550 | 44,970 | 48,501 | 52,438 |
| 5  | 36,908 | 45,410 | 48,956 | 56,761 |
| 6  | 37,817 | 46,529 | 48,113 | 60,308 |
| 7  | 37,908 | 46,842 | 48,230 | 66,220 |
| 8  | 40,304 | 49,589 | 51,277 | 70,950 |
| 9  | 44,554 | 54,818 | 56,684 | 77,875 |
| 10   | 46,214 | 56,860 | 58,798 | 79,228 |
| 11   | 52,391 | 64,460 | 66,655 | 82,184 |
| 12   | 59,808 | 73,588 | 78,091 | 82,381 |
| DAYS   | 191    | 235    | 243    | 243    |
| Payroll Administrative Assistant, Benefits Administrative Assistant,<br>HS Financial A.A. and HS Attendance Office Coordinator<br>shall be paid at a rate of 1.05 times their guide salary |        |        |        |        |
| Longevity  |        |        |        |        |
| Paid upon completion of  |        |        |        |        |
| 14-18 years of service   | 4815   |        |        |        |
| 19-23 years of service   | 6402   |        |        |        |
| 24-28 years of service   | 8042   |        |        |        |
| 29-32 years of service   | 9650   |        |        |        |
| 33+ years of service   | 11000  |        |        |        |

**Secretarial Salary Guide (2018-19)**

|  | Col 1  | Col 2  | Col 3  | Col 4  |
|--|--------|--------|--------|--------|
| 1  |        |        |        |        |
| 2  | 36,558 | 44,980 | 46,512 | 47,442 |
| 3  | 37,009 | 45,534 | 47,084 | 48,026 |
| 4  | 37,281 | 45,889 | 47,431 | 53,224 |
| 5  | 37,555 | 46,206 | 47,779 | 53,880 |
| 6  | 37,923 | 46,659 | 48,247 | 58,321 |
| 7  | 38,857 | 47,808 | 49,438 | 61,986 |
| 8  | 38,952 | 47,925 | 49,556 | 68,041 |
| 9  | 41,413 | 50,953 | 52,687 | 72,901 |
| 10   | 45,780 | 56,326 | 58,243 | 79,811 |
| 11   | 47,485 | 58,424 | 60,413 | 81,408 |
| 12   | 54,245 | 68,741 | 69,013 | 85,093 |
| 13   | 81,004 | 75,057 | 77,813 | 85,855 |
| DAYS   | 191    | 235    | 243    | 243    |
| Payroll Administrative Assistant, Benefits Administrative Assistant,<br>HS Financial A.A. and HS Attendance Office Coordinator<br>shall be paid at a rate of 1.05 times their guide salary |        |        |        |        |
| Longevity  |        |        |        |        |
| Paid upon completion of  |        |        |        |        |
| 14-18 years of service   | 4815   |        |        |        |
| 19-23 years of service   | 6402   |        |        |        |
| 24-28 years of service   | 8042   |        |        |        |
| 29-32 years of service   | 9650   |        |        |        |
| 33+ years of service   | 11000  |        |        |        |

**Secretarial Salary Guide (2018-20)**

|  | <b>Col 1</b> | <b>Col 2</b> | <b>Col 3</b> | <b>Col 4</b> |
|--|--------------|--------------|--------------|--------------|
| 1  |              |              |              |              |
| 2  | 37,107       | 45,655       | 47,209       | 48,153       |
| 3  | 37,584       | 46,217       | 47,791       | 48,746       |
| 4  | 38,026       | 46,786       | 48,379       | 49,347       |
| 5  | 38,306       | 47,130       | 48,735       | 54,688       |
| 6  | 38,588       | 47,477       | 49,093       | 55,361       |
| 7  | 38,966       | 47,942       | 49,574       | 59,925       |
| 8  | 39,925       | 49,123       | 50,795       | 63,670       |
| 9  | 40,023       | 49,243       | 50,919       | 69,912       |
| 10   | 42,551       | 52,354       | 54,138       | 74,905       |
| 11   | 47,039       | 57,875       | 59,845       | 82,006       |
| 12   | 48,791       | 60,031       | 62,074       | 83,645       |
| 13   | 55,736       | 68,578       | 70,911       | 87,433       |
| 14   | 61,919       | 76,183       | 78,777       | 88,000       |
| DAYS   | 191          | 235          | 243          | 243          |
| Payroll Administrative Assistant, Benefits Administrative Assistant, HS Financial A.A. and HS Attendance Office Coordinator shall be paid at a rate of 1.05 times their guide salary |              |              |              |              |
| Longevity  |              |              |              |              |
| Paid upon completion of  |              |              |              |              |
| 14-18 years of service   |              | 4815         |              |              |
| 19-23 years of service   |              | 6402         |              |              |
| 24-28 years of service   |              | 8042         |              |              |
| 29-32 years of service   |              | 9650         |              |              |
| 33+ years of service   |              | 11000        |              |              |

**Instructional Assistant Salary Guide (2015-16)**

|    | Non-Deg. | BA     | MA     |
|----|----------|--------|--------|
| 1  |          |        |        |
| 2  | 27,000   | 29,000 | 31,000 |
| 3  | 27,855   | 29,071 | 31,230 |
| 4  | 27,926   | 29,356 | 31,536 |
| 5  | 28,284   | 29,732 | 31,940 |
| 6  | 28,423   | 29,879 | 32,097 |
| 7  | 29,123   | 30,614 | 32,886 |
| 8  | 29,694   | 31,214 | 33,532 |
| 9  | 29,838   | 31,365 | 33,694 |
| 10 | 29,912   | 31,526 | 33,702 |
| 11 | 30,055   | 31,613 | 33,911 |
| 12 | 33,014   | 34,389 | 36,511 |

Longevity

Paid upon completion of

|                        |       |
|------------------------|-------|
| 14-18 years of service | 931   |
| 19-23 years of service | 1,398 |
| 24-28 years of service | 1,862 |
| 29-32 years of service | 2,329 |
| 33+ years of service   | 2,444 |

**Instructional Assistant Salary Guide (2016-17)**

|    | <b>Non-Deg.</b> | <b>BA</b> | <b>MA</b> |
|----|-----------------|-----------|-----------|
| 1  |                 |           |           |
| 2  | 27,000          | 29,000    | 31,000    |
| 3  | 27,743          | 29,798    | 31,853    |
| 4  | 28,416          | 29,871    | 32,089    |
| 5  | 28,694          | 30,163    | 32,403    |
| 6  | 29,062          | 30,549    | 32,818    |
| 7  | 29,204          | 30,700    | 32,980    |
| 8  | 29,924          | 31,458    | 33,791    |
| 9  | 30,510          | 32,073    | 34,455    |
| 10 | 30,658          | 32,228    | 34,620    |
| 11 | 30,734          | 32,393    | 34,829    |
| 12 | 33,509          | 34,905    | 37,059    |

**Longevity****Paid upon completion of**

|                        |      |
|------------------------|------|
| 14-18 years of service | 931  |
| 19-23 years of service | 1398 |
| 24-28 years of service | 1862 |
| 29-32 years of service | 2329 |
| 33+ years of service   | 2444 |

**Instructional Assistant Salary Guide (2017-18)**

|    | <b>Non-Deg.</b> | <b>BA</b> | <b>MA</b> |
|----|-----------------|-----------|-----------|
| 1  |                 |           |           |
| 2  | 27,250          | 29,250    | 31,250    |
| 3  | 27,743          | 29,798    | 31,853    |
| 4  | 28,505          | 30,617    | 32,728    |
| 5  | 29,197          | 30,692    | 32,971    |
| 6  | 29,483          | 30,992    | 33,294    |
| 7  | 29,881          | 31,389    | 33,721    |
| 8  | 30,007          | 31,545    | 33,887    |
| 9  | 30,747          | 32,321    | 34,720    |
| 10 | 31,349          | 32,955    | 35,402    |
| 11 | 31,501          | 33,114    | 35,572    |
| 12 | 34,179          | 35,603    | 37,800    |

Longevity

Paid upon completion of

|                        |      |
|------------------------|------|
| 14-18 years of service | 931  |
| 19-23 years of service | 1398 |
| 24-28 years of service | 1862 |
| 29-32 years of service | 2329 |
| 33+ years of service   | 2444 |

**Instructional Assistant Salary Guide (2018-19)**

|  | <b>Non-Deg.</b> | <b>BA</b> | <b>MA</b> |
|--|-----------------|-----------|-----------|
|--|-----------------|-----------|-----------|

|           |        |        |        |
|-----------|--------|--------|--------|
| <b>1</b>  |        |        |        |
| <b>2</b>  |        |        |        |
| <b>3</b>  | 27,999 | 30,054 | 32,109 |
| <b>4</b>  | 28,605 | 30,617 | 32,728 |
| <b>5</b>  | 29,289 | 31,459 | 33,628 |
| <b>6</b>  | 30,000 | 31,536 | 33,878 |
| <b>7</b>  | 30,294 | 31,845 | 34,210 |
| <b>8</b>  | 30,682 | 32,253 | 34,648 |
| <b>9</b>  | 30,833 | 32,412 | 34,819 |
| <b>10</b> | 31,593 | 33,210 | 35,875 |
| <b>11</b> | 32,211 | 33,861 | 36,376 |
| <b>12</b> | 32,604 | 34,273 | 36,817 |
| <b>13</b> | 35,033 | 38,493 | 38,745 |

**Longevity**

Paid upon completion of

|                               |      |
|-------------------------------|------|
| <b>14-18 years of service</b> | 931  |
| <b>19-23 years of service</b> | 1398 |
| <b>24-28 years of service</b> | 1882 |
| <b>29-32 years of service</b> | 2329 |
| <b>33+ years of service</b>   | 2444 |

**Instructional Assistant Salary Guide (2019-2020)**

|    | Non-Deg. | BA     | MA     |
|----|----------|--------|--------|
| 1  |          |        |        |
| 2  |          |        |        |
| 3  | 28,559   | 30,655 | 32,752 |
| 4  | 28,769   | 30,881 | 32,992 |
| 5  | 29,289   | 31,450 | 33,628 |
| 6  | 30,095   | 32,324 | 34,553 |
| 7  | 30,825   | 32,403 | 34,809 |
| 8  | 31,127   | 32,720 | 35,151 |
| 9  | 31,526   | 33,140 | 35,801 |
| 10 | 31,681   | 33,303 | 35,776 |
| 11 | 32,857   | 34,539 | 37,102 |
| 12 | 33,822   | 35,554 | 38,194 |
| 13 | 35,647   | 37,132 | 39,423 |

Longevity

Paid upon completion of

|                        |      |
|------------------------|------|
| 14-18 years of service | 931  |
| 19-23 years of service | 1398 |
| 24-28 years of service | 1862 |
| 29-32 years of service | 2329 |
| 33+ years of service   | 2444 |

**SECURITY**

| 2015-16                                      |          |          | 2016-17                                      |          |          | 2017-18                                      |          |          |
|--|----------|----------|--|----------|----------|--|----------|----------|
| Step   | 12 Month | 10 Month | Step   | 12 Month | 10 Month | Step   | 12 Month | 10 Month |
| 1  | 42,000   | 39,500   | 1  | 42,500   | 39,500   | 1  | 43,000   | 39,500   |
| 2  | 44,000   | 40,224   | 2  | 43,260   | 40,685   | 2  | 43,775   | 40,685   |
| 3  | 45,500   |          | 3  | 45,320   | 41,430   | 3  | 44,558   | 41,906   |
| 4  | 46,500   |          | 4  | 46,865   | 42,000   | 4  | 46,680   | 42,873   |
| 5  | 47,242   |          | 5  | 47,895   | 43,000   | 5  | 48,271   | 43,600   |
| 6  | 48,876   |          | 6  | 50,097   | 44,000   | 6  | 51,450   | 44,500   |
| Coord  | 63,538   |          | Coord  | 65,127   |          | Coord  | 66,885   |          |
| Longevity<br>Completion of<br>14-18<br>19-23 | 2,000    | 2,000    | Longevity<br>Completion of<br>14-18<br>19-23 | 2,000    | 2,000    | Longevity<br>Completion of<br>14-18<br>19-23 | 2,000    | 2,000    |
| 2018-19                                      |          |          | 2019-20                                      |          |          |  |          |          |
| Step   | 12 Month | 10 Month | Step   | 12 Month | 10 Month |  |          |          |
| 1  | 43,000   | 39,750   | 1  | 43,500   | 39,750   |  |          |          |
| 2  | 44,290   | 40,685   | 2  | 44,290   | 40,943   |  |          |          |
| 3  | 45,088   | 41,906   | 3  | 45,619   | 41,906   |  |          |          |
| 4  | 45,895   | 43,163   | 4  | 46,441   | 43,163   |  |          |          |
| 5  | 48,080   | 43,953   | 5  | 47,271   | 44,458   |  |          |          |
| 6  | 52,839   | 44,750   | 6  | 54,266   | 45,958   |  |          |          |
| Coord  | 68,691   |          | Coord  | 70,546   |          |  |          |          |
| Longevity<br>Completion of<br>14-18<br>19-23 | 2,000    | 2,000    | Longevity<br>Completion of<br>14-18<br>19-23 | 2,000    | 2,000    |  |          |          |
|  | 3,000    | 3,000    |  | 3,000    | 3,000    |  |          |          |

**TECHS**

| 2016-16                        | Salary  | 2016-17                        | Salary  | 2017-18                        | Salary  | 2018-19                        | Salary  | 2019-20                        | Salary  |
|--------------------------------|---------|--------------------------------|---------|--------------------------------|---------|--------------------------------|---------|--------------------------------|---------|
| Techs 1                        | 60,500  | Techs 1                        | 60,650  | Techs 1                        | 61,000  | Techs 1                        | 61,500  | Techs 1                        | 62,000  |
| 2                              | 62,307  | 2                              | 62,315  | 2                              | 62,470  | 2                              | 62,830  | 2                              | 63,345  |
| 3                              | 64,500  | 3                              | 64,176  | 3                              | 64,184  | 3                              | 64,344  | 3                              | 64,715  |
| 4                              | 68,448  | 4                              | 68,435  | 4                              | 66,101  | 4                              | 68,110  | 4                              | 68,274  |
| 5                              | 71,785  | 5                              | 70,501  | 5                              | 68,428  | 5                              | 68,084  | 5                              | 68,093  |
| 6                              | 73,695  | 6                              | 73,938  | 6                              | 72,616  | 6                              | 74,000  | 6                              | 70,127  |
| 7                              | 78,000  | 7                              | 75,906  | 7                              | 76,157  | 7                              | 74,795  | 7                              | 76,220  |
| 8                              | 78,000  | 8                              | 78,280  | 8                              | 78,184  | 8                              | 78,441  | 8                              | 77,038  |
| 9                              | 80,000  | 9                              | 80,340  | 9                              | 80,828  | 9                              | 80,529  | 9                              | 80,794  |
| 10                             | 84,224  | 10                             | 82,400  | 10                             | 82,750  | 10                             | 83,047  | 10                             | 82,945  |
| 11                             | 86,000  | 11                             | 86,751  | 11                             | 89,353  | 11                             | 92,034  | 11                             | 94,795  |
| A/V Coord                      | 62,653  | A/V Coord                      | 64,533  | A/V Coord                      | 66,469  | A/V Coord                      | 68,463  | A/V Coord                      | 70,517  |
| A/V Tech                       | 48,683  | A/V Tech                       | 50,143  | A/V Tech                       | 51,648  | A/V Tech                       | 53,197  | A/V Tech                       | 54,793  |
| VOIP Coor                      | 78,643  | VOIP Coor                      | 78,943  | VOIP Coor                      | 81,311  | VOIP Coor                      | 83,750  | VOIP Coor                      | 86,263  |
| Net Mgr                        | 121,031 | Net Mgr                        | 124,662 | Net Mgr                        | 128,402 | Net Mgr                        | 132,254 | Net Mgr                        | 136,222 |
| MIS Coord                      | 101,070 | MIS Coord                      | 104,102 | MIS Coord                      | 107,225 | MIS Coord                      | 110,442 | MIS Coord                      | 113,755 |
| Longevity to match Admin Assts |         | Longevity to match Admin Assts |         | Longevity to match Admin Assts |         | Longevity to match Admin Assts |         | Longevity to match Admin Assts |         |

Longevity schedule for all years of contract

Paid upon completion of

|                        |       |
|------------------------|-------|
| 14-18 years of service | 4815  |
| 19-23 years of service | 6402  |
| 24-28 years of service | 8042  |
| 29-32 years of service | 9650  |
| 33+ years of service   | 11000 |

EXHIBIT C

**MEMORANDUM OF AGREEMENT BETWEEN THE WEST ORANGE EDUCATION  
ASSOCIATION AND THE WEST ORANGE BOARD OF EDUCATION**

The parties agree to incorporate all previously agreed upon items set forth herein:

**ARTICLE I – RECOGNITION**

Delete "Instructional Assistant" and add "Paraprofessional." (Change throughout the agreement).

Update titles to reflect current positions, and delete those that are not used. Change Guidance Counselors to School Counselors and Librarians to Library Media Specialists.

All full-time Security Guards.

Change the word "Paragraph" to "Article"

C.3. Add the titles "District Multimedia Coordinator", "District Multimedia Technician", "District Test Coordinator", "Management Information Systems Coordinator"

**ARTICLE IV – EMPLOYEE RIGHTS**

Add F. All criticism and discipline administered against an employee shall be, to the greatest extent possible, administered confidentially.

**ARTICLE V – WORK HOURS AND WORK LOAD**

A.1.a Remove the following as it constitutes a managerial prerogative: "*but they shall not be required to "clock in" or "clock out" by hours and minutes (PERC Scope Decision No. 2016-86)*"

A.2.a. Remove the following as it constitutes a managerial prerogative "*Teachers who are assigned cafeteria, in-school suspension or study hall supervision may only be assigned a planning period as their second supervisory assignment.*" (PERC Scope Decision No. 2016-86).

A.2.a. Remove the following as it constitutes a managerial prerogative: "*Any High School teacher assigned to the Attendance Appeals Committee as a duty shall be assigned to a different duty during the first semester.*" (Per Scope decision)

In the last paragraph of A.2.a. change the word "supervisory" to "duty". Change the word "improvement" to "Development".

Correct VILE to VII.E

(Key to Chart)

3.e. Eliminate entire subsection on tutoring.

A.9. Delete this provision from this section and move to a more appropriate location in the agreement, under compensation, and not eliminated.

B.3.b. Work Year – Administrative Assistants. In the last line remove "for a holiday season."

B.4. Instructional Assistants' Work Year and Work Day. Change all references to Instructional Assistant to Paraprofessionals.

## ARTICLE VI – COMPENSATION

### A.4. Operation and Administration of the Salary Guides

c. Per Sidebar Agreement - Eliminate in-service salary guide credits. Change column BA/MA 16 to BA/MA 15; change column BA/MA 32 to BA/MA 30; and change column BA/MA 48 to BA/MA 45.

### A.5. Schedules E and F

#### SCHEDULE E – Co-Curricular Salary Guide

e. Delete the words "teaching in the Achievement program (WOAP)"

Delete the last sentence starting with the word "Notwithstanding".

i. In the last sentence, remove the words "if salary guide credit is not elected."

k. Eliminate "Right to Know/Chemical Hygiene Officer" stipend.

n. Add the word "daily" before the word "rate".

t. Delete "Commencing on July 1, 2013."

Add following paragraph: "The Position of District Test Coordinator is a 12-month position and those holding this position shall be placed upon the Regular Teacher Salary Guide in the appropriate position for experience and training level, and shall be paid at a rate of 1.2 times their salary."

Add v.. Any employee called upon to provide language translation services after their regularly scheduled hours shall be compensated at a rate of \$39.00 per hour (NOTE: This provision was relocated but not changed).

### B. Administrative Assistants

3. Summer Payment Plan/12 Month Payment Option – Add the words "Ten Month" before Administrative Assistant.

### D. District Computer Technicians

3. Mileage – Delete the words "of .31 cents/mile"

F. Direct Deposit of Pay – Delete the words "make reasonable efforts to"

## ARTICLE VII – NON TEACHING DUTIES

Delete the words "milk money", replace with "field trips"

Modify first sentence to change approval for distribution of flyers from Board of Education to Superintendent of Schools or his/her designee.

E. Curriculum Writing: (per sidebar agreement)

Delete E in its entirety and replace with the following:

Teachers who agree to write curriculum shall meet with the administrator overseeing the curriculum writing project, and shall agree to the following items:

the nature and scope of the project to be undertaken;  
the estimated amount of time necessary for the completion of the project;  
the date when the project will be approximately half completed; and  
the date when the project will be completed.

On or before the date on which the project is expected to be half completed, the teachers shall deliver to the administrator overseeing the project that portion which has actually been completed along with a statement of the time worked to date on the project.

The administrator will promptly review the work and provide appropriate guidance and other feedback and either (a) instruct the teachers to continue to completion or (b) instruct the teachers to terminate work on the project.

If the teachers are instructed to terminate working on the project, the teachers will submit for payment at the contractual rate for the time already worked on the project, and the administrator will recommend approval of the payment at the earliest possible date. If the teachers are instructed to continue working to completion, they will do so, will deliver the completed project, will submit for payment at the contractual rate for time worked on the project, and the administrator will recommend approval of the payment at the earliest possible date.

**ARTICLE IX – TEACHER ASSIGNMENT**

B. Add last sentence: Teachers who are required to travel between schools shall be permitted a 30 minute travel period.

**ARTICLE XII – PROMOTIONS**

B. Change (Instructional Assistants to Paraprofessionals).

**ARTICLE XV – SICK LEAVE AND TEMPORARY LEAVES OF ABSENCE**

G.2. Immediate: 1. Add the word "grandchild" after the word "sister."

Change G.2.c. to G.2.3. and add title "Non-Immediate" relative of the second degree

K. Leaves Without Pay: Change the word "tenure to tenured." Change the words "either of" to "such."

## ARTICLE XVIII – PROFESSIONAL DEVELOPMENT AND EDUCATIONAL IMPROVEMENT

Eliminate the following language as it violates NJSA 18A:6-8.5 and NJSA 18A:6-8.6: “and will further be allowed to accumulate these hours towards salary guide credits. (As an example of the accumulation permitted, if a staff member attends 6 hours of such programs in each of the first and second years of the agreement, and attends an additional 3 hours, these 15 hours will be counted as 1 credit towards salary guide advancement, in addition to being applied towards the State 100 hour requirement. (per sidebar agreement)

3.a. Course Credit: Delete Section in its entirety.

3.b. Salary Guide Credit: Eliminate Section A.3.b. in its entirety.

Add new language: “All provisions under this Article shall be administered in accordance with P.L. 2010, Chapter 13, cited as NJSA 18A:6-8.5 and 18A:6-8.6, which govern the requirements for tuition assistance and/or additional compensation (such as salary guide credit or movement), for completion of academic credits or degree programs, taken at an institution of higher education, as defined by the aforementioned statute.”

### B. New Teacher Training:

Eliminate language in 4<sup>th</sup> paragraph, 2<sup>nd</sup> and 4<sup>th</sup> sentences:

*“No in class assignments designed to encourage reflective and self-critical practices will be required to be submitted to any instructor or supervisor. No assignment, mandatory or optional, designed to encourage reflective and self-critical practices, shall be required to be submitted to any supervisor or administrator, and no such assignment, or failure to submit such an assignment, shall form a basis for any performance evaluation, and no negative comments or other information shall be placed in any such employee's personnel file and/or be included as a part of any evaluatory report, including APRs, and shall not be used in any way in the evaluation and/or determination of an employee's job performance and/or continued employment status.” (PERC Scope Decision No. 2016-86).*

### C. Administrative Assistants:

Eliminate Section C.1. in its entirety.

### D. Instructional Assistants:

Change “Instructional Assistants” to “Paraprofessionals.”

## ARTICLE XX – INSURANCE PROTECTION

### A. Medical:

1. Add “Security Guards” after “Computer Technicians” in subtitle of the section.

**B. DENTAL:**

B. 1. Add "and Security Guards" after "Computer Technicians." (Change "Officers" to "Guards" throughout Agreement).

B. 2. Change "Instructional Assistants" to "Paraprofessionals."

**ARTICLE XXV – MISCELLANEOUS PROVISIONS**

C. 2. Delete "733 Eagle Rock Avenue" and replace with "the then current WOEA President at his/her place of employment or if no school is in session, to his/her home address."

**TENTATIVE AGREEMENTS FROM MAY 23, 2017**

- All Security Guards and Computer Technicians will be placed on the newly created guides as agreed.
- Article V, A.2.b.(a). Add, after fourth paragraph: "When an assembly or other special schedule is in place, at the time when a classroom teacher would normally have a personal preparation period, if the special area teacher who would normally have responsibility for the class at that time is available, they are to report and relieve the classroom teacher so that the preparation period is not lost."
- Article V, A.2.b.(c). Insert, after this, "Notwithstanding the foregoing, teachers who teach lab courses shall be limited to a maximum of five classes with no more than four labs."
- Art. V.A.5. In the first sentence, after the phrase "scheduled preparation period", add the phrase "or who loses a scheduled preparation period due to required meetings or non-standard scheduling", and after the sentence, insert the following: " Notwithstanding the foregoing, teachers may be required, not more than two times per month, to attend IEP meetings during preparation periods, without compensation. Subsequent required meetings shall be compensated at the class coverage rate."
- Art. VI.A.5.j. Effective September 1, 2017, the rate for Athletic Trainers shall increase from 1.2 to 1.225.
- Art. VI.A.5.k. Old k is being eliminated per prior agreement.
- Art. VI.A.5.r. In first sentence, replace "uncompensated" with "compensated at one-half (1/2) the rate for similar organization."
- Art. VI.D. Insert, after that language, the following: "Computer Technicians shall not be required to use personal vehicles for moving large quantities of computer equipment."

- Art. XV. Insert, after the first sentence: "Notwithstanding the foregoing, employees employed on an eleven month basis or a ten month plus 20 or more days basis shall be allowed eleven (11) days absences with full salary for sickness in person or quarantine."
- All stipends to increase by 2% in 2017-18 school year only.

West Orange Board of Education:

Laura L. B.  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

West Orange Education Association:

Beth ○  
Suzi Varano  
Denise Keeler  
\_\_\_\_\_  
\_\_\_\_\_  
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